

FIG. 1

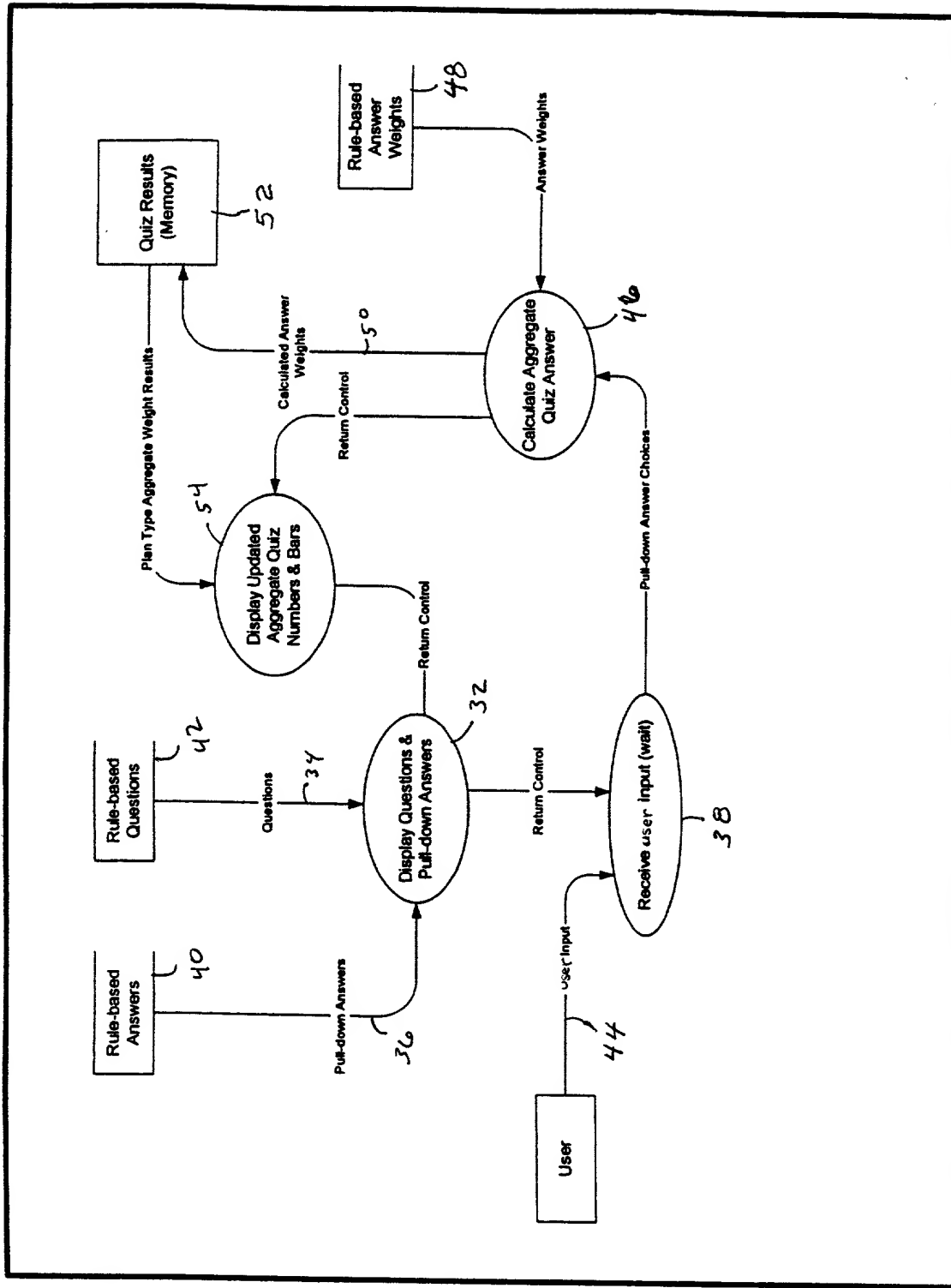


FIG. 2

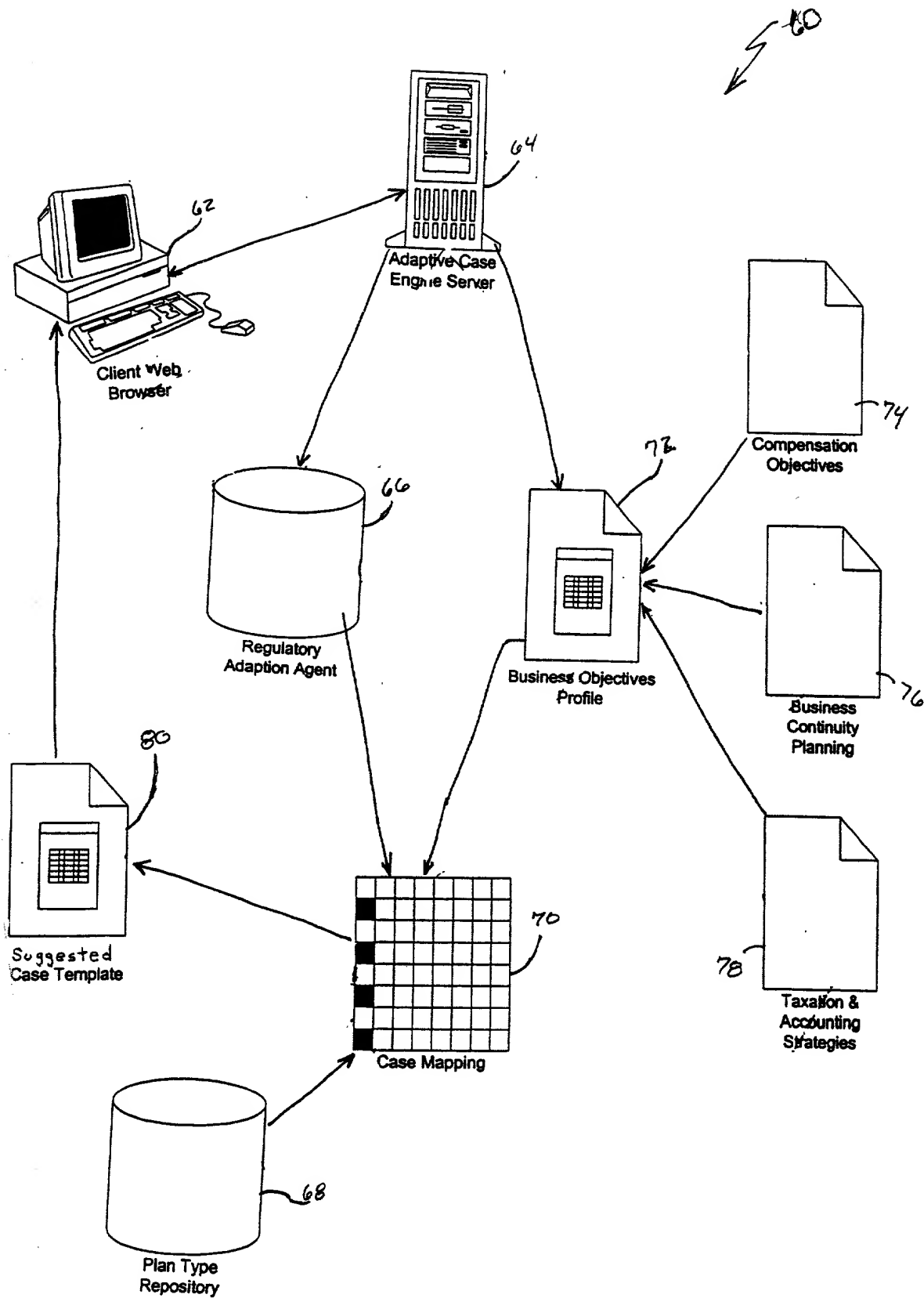


FIG. 3

Envenet
Empowering Your Business

WHO WE ARE | WHAT WE DO | HOW WE BENEFIT YOU | HELP | BENEFITS WALKTHROUGH

TO REQUEST A USER ACCOUNT, CLICK HERE

Revolutionizing nonqualified benefit plans

From design to administration:
an end-to-end solution

CONTACT US | PRIVACY POLICY | TERMS & CONDITIONS

FIG. ~~7A~~ 4A

FILE 20-42551300

Internet Explorer

Address: C:\Documents and Settings\j... \My Documents\ScreenShot\ScreenShot2.htm

File Edit View Favorites Tools Help

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ACE20

KNOWLEDGE PROJECT

CREATE ACCOUNT TAKE THE QUIZ DESIGN PLAN PLAN INFO HOW IT WORKS

Cases

Select a case name to view group information.

514

Personal Information

Sample Deferred Compensation Plan	Deferred Compensation Plan	10237000
Sample Company Defined Compensation Match Plan	Defined Compensation Plan With Employer Match	10237000
Client Company Defined Benefit Plan	Defined Benefit Plan	10247000
Sample Company Defined Contribution Plan	Defined Contribution Plan	10237000

TOTAL SAVINGS

about this page

This page holds a record of all the plan designs you have created so far.

To design a new plan, use the "Design Plan" button in the top navigation bar.

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FIG. 7B-4B

Nonqualified Benefits Quiz - Microsoft Internet Explorer

Which plan is best for you?

ENTITLEMENT

Defined Benefit

EMPOWERMENT

Deferred Compensation

MOTIVATION

Deferred Compensation Match

INCENTIVE

Defined Contribution

The following 20 questions will help you determine where your corporate objectives fit on the compensation spectrum. This may prove useful when determining the types of nonqualified benefit plans that make sense for you.

Take the quiz now.

Close window.

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520

Done

Internet

FIG. 7C 4C

Nonqualified Benefits Quiz - Microsoft Internet Explorer

Questions 1-3

How important is it to align the personal financial goals of your key people to your company's financial goals?

Critical to the company

How important is it to tie rewards directly to employees' long-term commitment?

Critical to the company

Which of the following best describes the single most important employee quality you want to reward?

Results

Next

Done

Internet

FIG. 7D-4534B60

Nonqualified Benefits Quiz - Microsoft Internet Explorer

Questions 4-8

Which statement best describes your key people's reaction to restrictions on contributions to your 401(k) plan?

No one expresses concern about restrictions

How would your key people react to a nonqualified retirement benefit plan that increases their pretax savings and company contribution potential, but has fewer of the financial guarantees of a qualified 401(k)?

They would enthusiastically utilize it.

If your business is family owned, what stage of development has been reached?

Not applicable

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Done

FIG. 7E 4E

Nonqualified Benefits Quiz - Microsoft Internet Explorer

Questions 7-8

If control and management of the business has moved beyond the founder generation, how is ownership structured?

What is your timeframe for reviewing the company's continuity and succession plan?

What is the legal structure of your company?

FIG. 7F 4F

Nonparallel Benefits Quiz - Microsoft Internet Explorer

Questions 10-12

How many people in your company would you classify as key employees?

Under 10

Which range of salaries encompasses the largest number of your key people?

Under \$75,000

What age range encompasses the largest number of your key people?

Under 35

Entitlement: 20
(Defined Benefit Plan)

Empowerment: 44
(Deferred Compensation Plan)

Motivation: 62
(Deferred Compensation Plan With Employer Match)

Incentive: 57
(Defined Contribution Plan)

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538

Date

FIG. 7G 4G

Nonqualified Benefits Quiz - Microsoft Internet Explorer

Questions 13-15

How would you characterize your compensation position within your industry and geographic area?

☐ Extremely generous

Which phrase best characterizes your fringe benefits position within your industry and your geographic area?

☐ Extremely generous

How harmful has key employee turnover been to your corporate goals in the past five years?

☐ Key employee turnover has seriously affected the company's success.

☐ N/A

Entitlement: 24
(Defined Benefit Plan)

Empowerment: 53
(Deferred Compensation Plan)

Motivation: 72
(Deferred Compensation Plan With Employer Match)

Incentive: 71
(Defined Contribution Plan)

Done

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FIG. 74 44

Questions 16-18

How likely is it that your key employee group will expand significantly in the next five years?

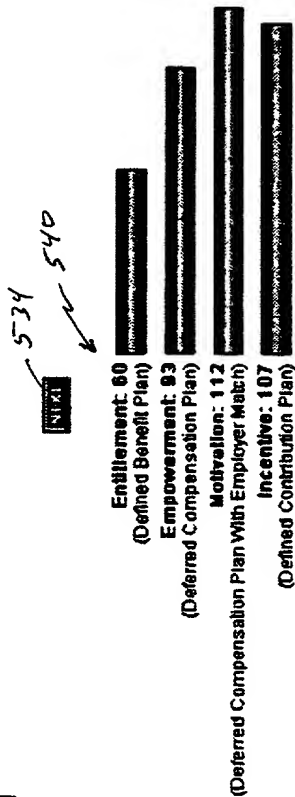
Extremely likely to expand.

How would you characterize competition in recruiting key employees within your industry and geographic area?

We work in an extremely competitive recruiting environment.

How important is it that every compensation and benefit program be currently deductible to the corporation?

Not an important decision factor.



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FILE 77-41

http://10.10.99.1:7001/quiz/quiz_controller.jsp - Microsoft Internet Explorer

The results of your quiz:

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Entitlement: 105
(Defined Benefit Plan)

Empowerment: 137
(Deferred Compensation Plan)

Motivation: 172
(Deferred Compensation Plan With Employer Match)

Incentive: 183
(Defined Contribution Plan)

545

Based on your answers, it appears the Deferred Compensation Plan With Employer Match would best fit your needs since you scored highest in the Motivation category.

Close window

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Date

FIG. 7K 4K